

PSYC 170: Intro to Industrial and Organizational Psychology Section 01

San Jose State University Fall 2023

Department of Psychology

Instructor: Ginevra Scherini, MS

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Lecture Hours: Monday and Wednesday 6:00 pm – 7:15 pm

Lecture Location: DMH 355

Office Locations: Dudley Moorhead Hall (DMH) 232 and Business Tower (BT) 660

Office Hours: Monday 3:00 – 4:00 pm in DMH 232 and Tuesday 2:00 – 3:00 pm in BT 660

Course Format

This course will be taught in-person live (synchronous) and will have assignments and content accessed through Canvas. You are responsible for regularly checking Canvas for any updates regarding assignments, quizzes, and exams.

Course Description

Is it possible to predict when employees steal from their employer, work overtime without extra compensation, become "burned out" on the job, or perform above and beyond the call of duty? As a science, I/O Psychology seeks to answer such questions by conducting systematic, theory-driven research. Many I/O psychologists apply the scientific knowledge gained through research to address important practical challenges for organizations, such as selecting and training employees, designing jobs to maximize efficiency and motivation, and managing employee performance. In this course, we will apply the psychological theory, research and methodology to the work environment. Topics covered include leadership, power, group processes, motivation, satisfaction and issues in personnel psychology.

Learning Outcomes

Course Learning Outcomes

At the conclusion of the class, the student will be able to:

1. Gain an understanding of what it means to be an I/O Psychologist.
2. Develop an awareness of the history and major perspectives underlying the field of I/O Psychology.
3. Understand the research methods used by I/O Psychologists.
4. Become familiar with the main theories and concepts of I/O Psychology.
5. Develop an understanding of how theory and research are applied to work settings.
6. Begin to think and write critically about I/O Psychology theory, research, and application.
7. Begin to apply what you've learned about I/O Psychology to your own and others' work-related attitudes and behaviors.

Department of Psychology Program Learning Outcomes

1. Knowledge Base of Psychology: Students will be able to identify, describe, and communicate the major concepts, theoretical perspectives, empirical findings, and historical trends in psychology.
2. Research Methods in Psychology: Students will be able to design, implement, and communicate basic research methods in psychology, including research design, data analysis, and interpretations.
3. Critical Thinking Skills in Psychology: Students will be able to use critical and creative thinking, skeptical inquiry, and a scientific approach to address issues related to behavior and mental processes.
4. Application of Psychology: Students will be able to apply psychological principles to individual, interpersonal, group, and societal issues.

5. Values in Psychology: Students will value empirical evidence, tolerate ambiguity, act ethically, and recognize their role and responsibility as a member of society.

Course Materials

Textbook (Online)

The textbook used for the course is open sourced (meaning the authors want their book to remain free for you to be able to access). We will be reading select chapters from the book in addition to articles and case studies over the course of the semester.

Organizational Behavior, ISBN: 978-1-946135-15-5

<https://open.lib.umn.edu/organizationalbehavior/>

News/Articles

There will be required reading articles posted to Canvas throughout the course. Additionally, you are encouraged to news articles and bring them to class to discuss and tie back to the course content. This is important because the news stories directly related to HR issues will be discussed as much as possible.

Connection and computers

Check Canvas frequently for grades, materials, and assignments.

Course Requirements

Classes will be interactive, with both the instructor and students sharing in the process. Students are encouraged to read assigned materials **prior to the class date** and be prepared for discussions and exercises. Teaching methods will include lecture, case studies, experiential exercises, writing assignments, videos, group projects, and class discussion.

Classroom Etiquette:

- We will treat each other with respect.
- Computers are allowed in class for note taking and to access materials and assignments online.
- If you miss class, please check the syllabus, Canvas, and contact your classmates for to catch up before emailing me.
- If you have a question or concern, please email me, come to office hours, or talk to me after class. I will try to answer emails within 2 days, please follow up with me if you don't hear back within a week as the message may have gone to spam or lost in my inbox.

Activities & Participation

You are expected to make positive contributions to the classroom learning environment in all activities (i.e., discussion of cases, readings, and exercises). This means that it is critical that you come to each class not only having completed, but also having thought critically about, all readings assigned for that day. You will be graded on the consistency and thoughtfulness of your contributions to classroom discussion, and in particular during case analyses. Thoughtful participation necessitates active listening. Making constructive contributions often means responding to, or building on, the ideas of your classmates. Since some students are not as comfortable speaking in the larger class, there will also be group discussions on cases, articles, and exercises.

Assignments

Team Project

Working as a team and conducting independent research, each group will present a literature review on their chosen topic. The topic you choose must be related to I/O psychology. The due dates and details for group assignments can be found on Canvas and in the schedule below. Teams will be formed in the first week of class.

The purpose of a group project is to summarize and evaluate existing writings on a particular topic as well as make suggestions and recommendations for future research. More details about the project can be found on the Group Project Guidelines document found on Canvas.

Individual Reflections

You will be expected to complete reflections reviewing organizational issues that you have previously encountered over the course of the semester. The purpose of these assignments is to describe an I/O related issue to real life experiences and discuss how you could use what you have studied in this course to address and solve the problem. Further details will be posted on Canvas.

Homework and In-class Assignments

Assignments will be due throughout the semester. They will be submitted and graded through Canvas. Students must be in attendance in order to receive credit for quizzes.

Exam Details

There will be one midterm exam and a final. Exams will consist of material in the text, material covered in class (including cases, exercises, discussions, videos, etc.), assignments, and outside reading as assigned. The exams will require you to understand and be able to apply course concepts, rather than simply memorize them. **The final exam is comprehensive. The only instance in which a make-up exam will be considered is if there is a real emergency or documented illness. If these cases do not apply and you miss an exam, you will receive a zero for that test.**

Grading Policy

I will be using Canvas for posting grades throughout the semester so that you can keep track of your progress. The team presentations and class participation points will not be determined until the end of the course as these scores will have peer comparisons. If you need guidance on your grades in the class, please connect with me.

Your course grade will be based upon a weighted combination of scores on the following components:

Assignments	% of grade	Type of Assignment
Individual assignments	15%	In-class assignments, homework
Team project	20%	Outline, presentation, Q&A, and peer reviews
Individual reflections	15%	Written reflections on concepts learned in class
Midterm exam	25%	Multiple choice, true/false, free response
Final exam	25%	Multiple choice, true/false, free response

Percentage	Letter Grade
90% and above	A
86% - 89%	B+
80% - 85%	B
76% - 79%	C+
70% - 75%	C
60% - 69%	D
below 60%	F

Excused and Late Assignment Policy

If you have an excused absence (for medical reasons or otherwise unforeseen emergencies) please let me know as soon as possible and I will work with you to arrange a solution or makeup assignment. There will otherwise be no make-ups for any missed in-class activities, homework, or exams. The lowest score in Assignments and Reflections will be dropped.

University Policies

Per University Policy S16-9, university-wide policy information relevant to all courses, such as academic integrity, accommodations, etc. will be available on Office of Graduate and Undergraduate Programs' Syllabus Information web page at <http://www.sjsu.edu/gup/syllabusinfo/>.

Psychology Department Librarian: Christa Bailey christa.bailey@sjsu.edu 408-808-2422

The SJSU library has a librarian who specializes in psychology and other social sciences. This librarian can serve as a very valuable resource for helping you develop research ideas and locating appropriate research materials. The library also has an abundance of resources for doing psychology research: <https://libguides.sjsu.edu/psychology>

Student Technology Resources

- MLK Library Online Resources: <https://library.sjsu.edu/>
- STTC's Technology Resource Guide: <https://libguides.sjsu.edu/sttc>
- eCampus Student Tech Resources: <https://www.sjsu.edu/learnanywhere/equipment/index.php>

ACCESS Success Center

The Academic Counseling Center for Excellence in Social Sciences (ACCESS) Success Center provides general education advising for undergraduate students majoring or intending to major in any of the departments in The College of Social Sciences. Find out more here: <https://www.sjsu.edu/access/>

SJSU Peer Connections

Peer Connections offers free tutoring, instruction assistance, and strengths coaching for SJSU students. Find out more on their website: <https://www.sjsu.edu/peerconnections/index.php>

SJSU Writing Center

The SJSU Writing Center offers a variety of free resources to help students become better writers. Check out their online tutoring and live tutor chat service here: <https://www.sjsu.edu/writingcenter/>

SJSU Counseling and Psychological Services

SJSU Counseling and Psychological Services provides personal and clinical counseling as well as clinical case management, workshops, and groups for all SJSU students. Find out more at: <https://www.sjsu.edu/counseling/about/what-we-do.php>

Course Schedule

Assignments are subject to change. Any changes will be posted and updated on Canvas, please check Canvas regularly for announcements and updated deadlines. The chapters to read under 'Assignments' cover topics that will be in the next week's lecture.

Date	Topic:	Assignments:
Week 1 - Monday August 21	Intro to I/O Psychology	Read Ch. 1
Week 1 - Wednesday August 23	Intro to I/O continued	
Week 2 - Monday August 28	Research Methods & Ethical Issues	Read Mumby and Lefkowitz Articles
Week 2 - Wednesday August 30	Ethical Issues continued	Reflection #1 due
Week 3 - Monday September 4	No class – Labor Day	
Week 3 - Wednesday September 6	Organizational Structure	Read Ch. 14.1-14.2
Week 4 - Monday September 11	Organizational Culture	Read Ch. 15.1-15.4 Reflection #2 due
Week 4 - Wednesday September 13	Legal Issues	Read Ch. 3.1-3.6
Week 5 - Monday September 18	Job Analysis and Mini Job Analysis Activity	Mini Job Analysis Assignment
Week 5 - Wednesday September 20	People at Work and Selection	Group project topics discussed
Week 6 - Monday September 25	People at Work and Selection continued	
Week 6 - Wednesday September 27	Labor Movement	Read Graeber Article
Week 7 - Monday October 2	Labor Movement continued	Group topic article summaries due
Week 7 - Wednesday October 4	Midterm Exam	
Week 8 - Monday October 9	Power	Read Ch. 13
Week 8 - Wednesday October 11	Decision Making	
Week 9 - Monday October 16	Communication and Conflict	Read Ch. 8

Week 9 - Wednesday October 18	Counterproductive Workplace Behavior	Read Ch. 10
Week 10 - Monday October 23	Motivation	Read Ch. 5
Week 10 - Wednesday October 25	Diversity and Inclusion Training	Read Ch. 2
Week 11 - Monday October 30	Training and Development	Group Outlines Due
Week 11 - Wednesday November 1	Leadership	Read Ch. 12 Reflection #3 due
Week 12 - Monday November 6	Leadership continued	
Week 12 - Wednesday November 8	Groups at work	Read Ch. 9
Week 13 - Monday November 13	Organizational Development	Group Slides Due
Week 13 - Wednesday November 15	Change Management	Read Ch. 14.3-14.6 & Ch. 15.5-15.8
Week 14 - Monday November 20	OD & CM activity	Reflection #4 due
Week 14 - Wednesday November 22	No class - Thanksgiving	
Week 15 - Monday November 27	Guest Speaker, current events in IO	
Week 15 - Wednesday November 29	Group presentations	
Week 16 - Monday December 4	Group presentations	
Week 16 - Wednesday December 6	Final Review	
Final Exam: Thursday, December 14 2:45-5:00 pm		